Alabama Security Regulatory Board
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MINUTES
Board Meeting
July 17, 2025

The Alabama Security Regulatory Board met on Thursday, July 17, 2025 at its office located at 2740 Zelda Road, Third Floor, in Montgomery, Alabama, to conduct business. The following Board members were in attendance: Mr. Jacob Pugh (Board Chair), Ms. Debra Davis (Vice Chair), Mr. Harold Stamps (member), and Mr. Stephen McGavin (member). Board Member Sheriff Kevin Turner was absent. Others attending were Keith Warren (Executive Director), Ms. Neva Conway (Legal Counsel), Mr. Denny Merritt (Board Investigator), Ms. Karen Harlow (Legal Assistant) and Ms. Renee' Reames (recording secretary) and guests.

The regularly scheduled Board meeting was advertised on the Board's website, www.asrb.alabama.gov, and the Secretary of State's website, www.sos.alabama.gov, in accordance with requirements of the Alabama Open Meetings Act.

CALL TO ORDER
Chairman Pugh called the meeting to order at 1:37 p.m. and welcomed everyone attending the meeting. Mr. Warren called the Board member roll and indicated that a quorum of the members was present to conduct business.

The Board accepted the travel expense forms submitted by the members for attending the meeting.

APPROVAL OF AGENDA
Chairman Pugh presented a copy of the agenda for the July 17, 2025 meeting for the Board's approval.
MOTION: Mr. Stamps made the motion to approve the July meeting agenda as presented. The motion was seconded by Ms. Davis and unanimously approved by the Board.

APPROVAL OF MINUTES
Chairman Pugh presented a copy of the minutes from the May 8, 2025 regular meeting for the Board's approval. The minutes were provided to the Board members prior to the meeting for their review.
MOTION: Ms. Davis made the motion to approve the May meeting minutes as presented. The motion was seconded by Mr. Stamps and unanimously approved by the Board.

EXECUTIVE DIRECTOR'S REPORT

Mr. Warren presented the Executive Director's Report and reported on the number of active licensees as of June 30, 2025 (report on file in the official Book of Minutes). He also reported on the administrative, financial and licensing activities performed by staff since the last Board meeting held in May. He reported that an email was sent to the contract-security companies reminding them about maintaining an active qualifying agent license He presented a status report on complaints received in the current fiscal year (FY) through FY 2022. He reported that the Investigative Committee would be recommending to administrative close complaint cases that were pending other litigation and reopen a new case as needed based on the outcome.

Update on Board Terms: Mr. Warren indicated that Mr. Pugh's appointment was pending by the Lt. Governor.

Financial Report: Mr. Warren presented the financial report for FY 2025 for the period of May 1, 2025 through June 30, 2025. He reviewed the cash flow analysis report that included receipts and expenses along with anticipated revenue and expenses for the remainder of the fiscal year. He also reported on the expenses compared to the annual budget and commented on reducing the deficit cash balance projected for the end of the fiscal year (report on file in the official Book of Minutes).

MOTION: Mr. McGavin made a motion to accept the financial report as presented. The motion was seconded by Ms. Davis and unanimously approved by the Board.

LEGAL COUNSEL REPORT

Ms. Conway reported on the Judge's decision in a June court case to issue an injunction in the matter of the Board's complaint case 2023-008BR.

Ms. Conway reported that recommendations from an Administrative Law Judge (ALJ) on five appeal cases had been received regarding the denial of license. Chairman Pugh presented the written ALJ Recommended Order on Findings of Fact and Conclusion of Law concerning cases 2025-001D, 2025-002D, 2025-003D, 2025-004D, and 2025-005D.

MOTION: Ms. Davis made the motion to uphold the denial of license, due to a disqualifying conviction, as recommended by the ALJ in case 2025-001D. The motion was seconded by Mr. Stamps and unanimously approved by the Board.

MOTION: Mr. Stamps made the motion to uphold the denial of license, due to a disqualifying conviction, as recommended by the ALJ in case 2025-002D. The motion was seconded by Mr. McGavin and unanimously approved by the Board.

MOTION: Mr. McGavin made the motion to uphold the denial of license, due to a disqualifying conviction, as recommended by the ALJ in case 2025-003D. The motion was seconded by Ms. Davis and unanimously approved by the Board.

MOTION: Ms. Davis made the motion to uphold the denial of license, due to two felony convictions, as recommended by the ALJ in case 2025-004D. The motion was seconded by Mr. McGavin and unanimously approved by the Board.

MOTION: Mr. Stamps made the motion to uphold the denial of license, due to a disqualifying conviction, as recommended by the ALJ in case 2025-005D. The motion was seconded by Ms. Davis and unanimously approved by the Board.

OLD BUSINESS

Discussion of Proposed Legislative Changes to Board's Statute: The Board discussed proposed changes to the Board's statute regarding removing the exemption for guards who were direct employees of clubs and private businesses. Mr. Warren indicated that he would contact former board members directly involved in creating the statute and IASIR about resources regarding direct employees. Also discussed were increasing the licensing fees for certified trainers and qualifying agents, along with modifying the composition of the Board to include consumer members and members in the security profession and rational for appointing authorities. The Board discussed the importance of active participation by appointed members and willingness to serve.

NEW BUSINESS

Responses to RFP for Administrative Management and Logistical Support Services Contract: Ms. Conway reported that the RFP for Administrative Management and Logistical Support Services had been released and response proposals received.

MOTION: Ms. Davis made the motion for the Board to move into Executive Session for approximately 30 minutes to consider the matter. The motion was seconded by Mr. Stamps and Ms. Conway certified the reason for the Executive Session as sufficient concerning the State Finance Department guidelines for opening of contract proposals. The following roll call vote was recorded on the motion: Mr. Pugh, aye, Ms. Davis, aye, Mr. Stamps, aye, and Mr. McGavin, aye. Chairman Pugh adjourned the Board into Executive Session at 2:36 p.m.

MOTION: Ms. Davis made the motion to adjourn the Executive Session and resume the regular meeting. The motion was seconded by Mr. Stamps, and the motion was unanimously approved by the Board. Chairman Pugh reconvened the regular business session at 3:15 p.m.

Chairman Pugh indicated that the Board planned to speak with State Personnel about the Board's intent to employ an Executive Director and classification determination and the hiring authority to consider interagency agreements with other Boards based on a 40-40-20 relationship.

MOTION: Mr. Stamps made the motion that the Board not consider the response proposals for Administrative Management and Logistical Support Services received by the Board and to work with State Personnel to hire an Executive Director as a State employee effective October 1, 2025. The motion was seconded by Mr. McGavin and unanimously approved by the Board.

MOTION: Ms. Davis made the motion that the Board hire Keith Warren as the Executive Director. The motion was seconded by Mr. Stamps and unanimously approved by the Board.

MOTION: Ms. Davis made the motion that the Board continue the emergency contract with Smith Warren until the change occurred when the Board was able to hire the Executive

Director. The motion was seconded by Mr. McGavin and unanimously approved by the Board.

ANNOUNCEMENTS AND OTHER BUSINESS

Next Board Meeting: Chairman Pugh reported that the next regularly scheduled meeting of the Board was November 6, 2025. He indicated that the members would be advised if another meeting was needed prior to the November meeting.

ADJOURNMENT:

There being no further business of the Board, Chairman Pugh called for a motion to adjourn.
MOTION: Mr. McGavin made a motion to adjourn the meeting. The motion was seconded by Mr. Stamps and unanimously approved by the Board. Chairman Pugh adjourned the meeting at 4:06 p.m.

Respectfully submitted,

Jacob Pugh
Board Chair

Keith E. Warren
Executive Director

/rr RR Approved on November 13, 2025.